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**Job Title:** Mental Health Support Worker,

Elpis’ Moving On Project (January 2020)

**Location:** North-West Glasgow

**Hours of work:** 25 hours per week (to be worked flexibly)

**Salary Scale:** £ £18,631 to £22,230 pro rata

(depending on experience and qualifications)

**Context:**

Elpis Trust delivers a person-centred housing support service in Ruchill and Maryhill, Glasgow for up to 18 young women (aged 16 – 25 years) who have been homeless, are care leavers or unaccompanied asylum seekers. Elpis works with service users to address identified and assessed needs through agreed support plans, delivering a tailored service that utilises Ladders to Success, GIRFEC and SHANARRI Outcomes.

The Moving On Project is a new development to further improve long-term outcomes for Elpis service users through enhancing in-house capacity in mental health, access to education and employment, and transitioning to independence. These areas were identified by young women living in Elpis as barriers to achieving personal change, and Elpis has undertaken extensive fundraising to establish the Moving On Project and three new part-time posts – of which the Mental Health Worker is one. This post is funded by the Bank of Scotland Foundation.

**Job Purpose:**

To improve the mental health outcomes of Elpis residents, and to enhance overall organizational capacity, with the aim to redress often long-term barriers that impact upon young women’s potential and life outcomes.

**Key Responsibilities:**

* To provide 1:1 and group-work support for Elpis residents to address emotional and mental health issues as part of individual care plans, and assess and monitor outcomes. This will be both planned and ad-hoc, and will use a variety of person-centred techniques and approaches.
* To receive and manage internal referrals with priority for young women whose mental health is currently fragile, and/or that has historical origins, and/or that is having a detrimental impact on options for independence.
* To undertake an individual assessment of, and with, each Elpis service user to identify their emotional and mental health support needs and develop an appropriate plan of support and interventions in response. This is likely to include a range of coping strategies and techniques.
* To liaise with, and refer to, specialist external services such as CAMHS, Trauma Team etc.
* To work alongside the full Elpis team, providing training and guidance in supporting residents with their emotional and mental health issues including aggression, challenging behaviour, self-harm etc, to ensure the minimization of risk for all service users.
* To use own initiative when lone working to support service users’ complex issues, and make decisions based on current assessments of risk, following set risk assessments protocols and procedures.
* To complete and update all relevant paperwork and record-keeping including risk assessments and case notes for service users, complying with National Care Standards, SSSC Codes of Practice, GIRFEC model of outcomes (SHANARRI) to ensure person-centred service delivery and meet service aims.
* To inform Elpis Manager or Assistant Managers of any areas of concern or significant change when delivering service user support, to ensure that appropriate risk assessment is undertaken.
* To carry out all duties in compliance with Elpis Trust’s policies and procedures.
* To actively participate in monthly in-house support and external supervision and continued professional development as appropriate.
* To work closely with, and with direction from, Elpis Manager, to plan and deliver service users’ identified support needs.
* To work co-operatively as part of the Moving On team and the wider Elpis team including attending and contributing to team meetings, and work in co-operation with other members of the support team, as well as colleagues from other agencies.
* To communicate in a knowledgeable, confident and professional manner with external agencies, including mental health services, specialist care services, social workers, casework team, commissioning team, carers and relatives of service users maintaining confidentiality as required. This may include email, telephone calls, letters or face-to-face meetings.
* To communicate with other Elpis team members in a respectful and supportive manner in order to promote positive teamwork and cohesion.
* To ensure service users views and wishes are central to your work and encourage a high level of service user participation.
* To actively participate in identified training, on-going supervision and performance development.

Note: Duties will be reviewed and modified in line with needs of the service.

**Knowledge, education, qualifications, competences and experience:**

**Essential:**

* Membership of the Protecting Vulnerable Groups Scheme.
* SVQ3/4 Social Services and Healthcare is minimum qualification.
* At least 3 years experience of similar role in care or mental health field, including providing 1:1 and group support for young women.
* Experience of working as part of an effective team in a care setting.
* Understanding of the impact of inequalities and trauma on Elpis’ client group.
* Experience of engaging with, and utilising, internal and external support and supervision, and of undertaking reflective practice.
* Awareness of relevant National Care Standards and their application to work practice.
* Understand and adhere to the Codes of Practice from Scottish Social Services Council.
* Willing to maintain and enhance own knowledge, practice and competency.

**Desirable:**

* Certificate in Counselling Skills or similar mental health training.

***Hours to be worked and length of contract***

* 25 hours per week to be worked flexibly including evenings and weekends.
* Two year contract in the first instance.